



Training and Development Update Administrative Committee

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Mission and Vision

- Mission: Engage employees through learning, development and challenges
- Vision: To invest in employees by engaging in continuous learning, skill development opportunities, and through professional enhancement training.



Strategic Leadership Development



Summary of Trainings Offered

- Maintenance Skills Development Program
 - Includes two week “Boot Camp” program
 - Includes: NEO, driver training, and additional maintenance specific training
 - Examples: flagger, traffic control, intro to CDL, spotter training, small equipment, etc.
 - Led to improved safety
- Professional Engineer Development Program
- Commercial Drivers License (CDL) Alcohol and Substance Abuse
- Workplace Violence
- Drug Free Workplace
- Interview Selection Process
- Defensive Driving
- First Aid/CPR/AED
- National Highway Institute
- Reasonable Suspicion
- Interview Debrief
- Right to Know
- Career Opportunity, Resume Writing and Interview Skills
- Standards of Conduct
- Construction Engineering Inspection Training
- New Employee Orientation

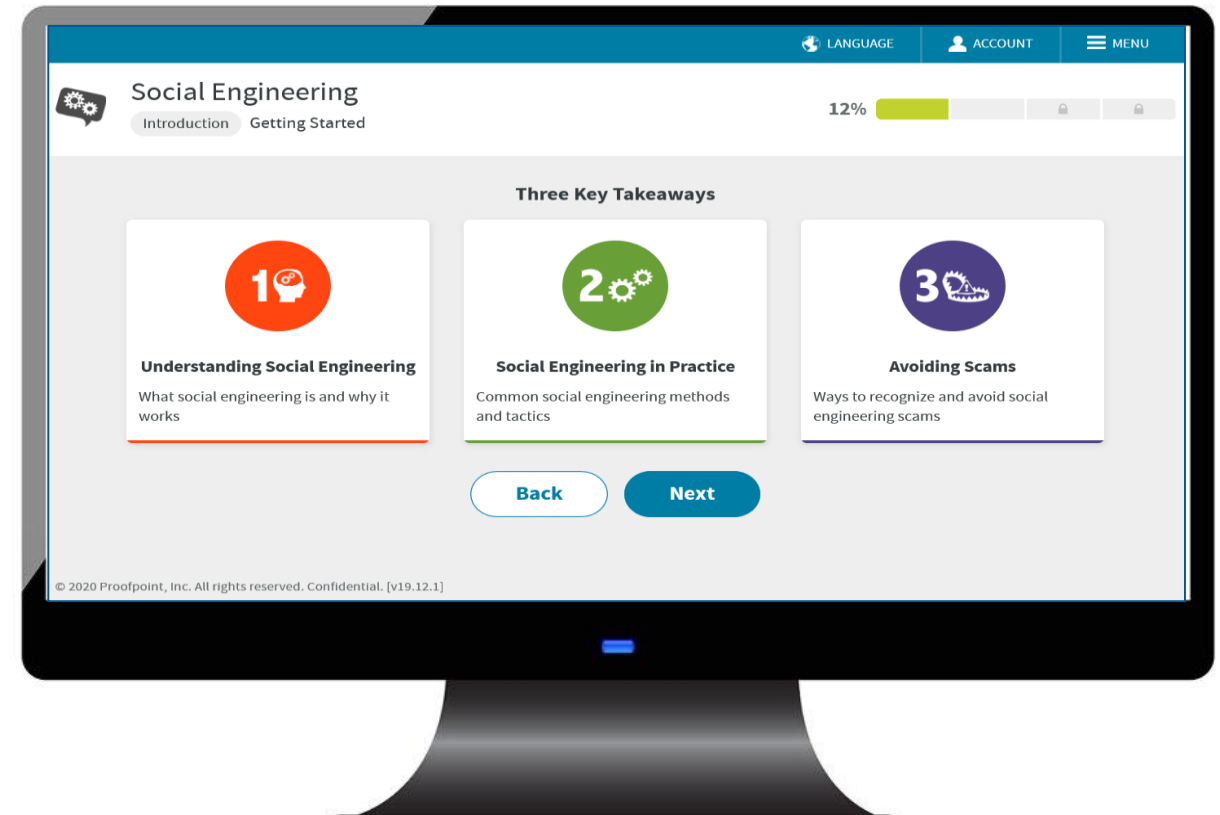


Certifications

- Georgia Soil and Water Conservation Commission (GSWCC) Level 1a Fundamentals and Level 2 Introduction to Design - Certification and Recertification
- Worksite Erosion Control Supervisor (WECS)
- Locally Administered Projects (LAP): Plan Development Process
- ACI Aggregate Testing Technician Level 1 & 2
- National Safety Council First Aid/CPR/AED and Defensive Driving
- Smith's System Defensive Driving
- National Safety Council Flagger Certification
- Flagger Certification

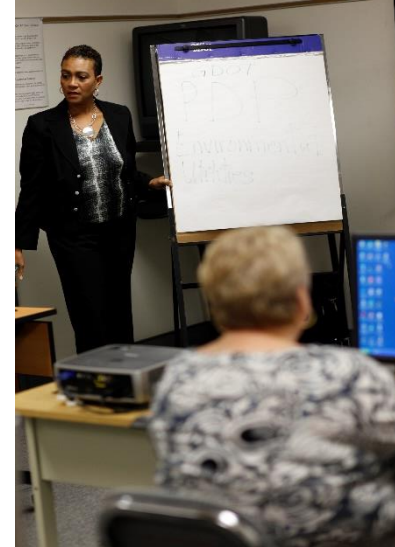
Supporting Statewide Efforts

- Trainings Mandated by the Office of Governor Kemp – Web-based
 - Sexual Harassment Prevention
 - Cyber Security ➡
 - Human Trafficking Awareness
- Academies
- Local Technical Assistance Program (LTAP)
- Various Offices' requests
- GDOT Connect



Making it better

- What does our success look like?
 - Leadership Development
 - Reduction of backlog
 - Better leaders
 - Projects
 - Improved safety
 - Retaining Certifications
 - Continuing to meet deadlines for statewide efforts
 - Providing support to our internal and external customers



2020 Vision

- Improve internal marketing
- Continue supporting the Department's mission and vision
- Increase training opportunities
- Evolve
- Collaborate



THANK YOU